

Si (Akesh) Lei

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EDUCATION

New York University, Graduate School of Arts and Science, Manhattan, NY May.2025
Master's degree in Industrial/Organizational Psychology, GPA: 4.0/4.0

Relevant Coursework: Master's Statistics, Organizational Development, Machine Learning, Training in Organizations

Peking University, Beijing, China Jul.2023

BS in Psychology, BA in Foreign languages, GPA: 3.7/4.0 *Top 10% Scholarship, Award for Community & Public Service*

WORK EXPERIENCE

Research Assistant, Human Capital Analytics Laboratory (NYU), New York Jan.2024-Present

- Analyzed and visualized 10,000+ texts and assessment data related to human resources with Excel, R, and Python
- Processed unstructured text data from job applicants' interview responses using Natural Language Processing methods
- Trained Convolutional Neural Network (CNN) models to predict job applicants' Big Five Personality Traits scores

Summer Business Analyst, StratOp Group Management Consulting Co., Ltd., Beijing, China Jun.2023-Jul.2023

- Collaborated with team members to conduct interviews with more than 15 experts in 5 different industries
- Generated crosscheck methods to avoid overestimation by over 100K on the quantity of a crucial factor
- Established a cost-accounting model with Excel V/H LOOKUP etc., promoted 6+ work streams of a \$74K project

Part-time Assistant, Roland Berger Enterprise Management Co., Ltd., Beijing, China Mar.2023-Jun.2023

- Conducted an independent research on the business model of the Integrated Energy Services provider
- Integrated thousands of market information and data about China's new-energy development within 3 hours

Training Instructor, Teaching Assistant, Peking University, Department of PE., Beijing, China Feb.2023-Jul.2023

- Supervised 50+ students in outdoor environment team building and leadership development training activities
- In charge of co-construction visits between Peking University and the National Rock-Climbing Teams

Human Resources Intern, Hubei Dinglong Holding Co., Ltd., China Feb.2022

- Composed an HR practices consulting proposal, delivered management optimization advice to C-suite
- Masterminded recruitment interviews in a cross-department environment, reached 130% of the recruitment mandate
- Independently responsible for subsidiaries' entire recruitment, includes resume selection, interview arrangement, etc.

PROJECT & RESEARCH EXPERIENCE

Project, Design an AI-driven digital talent management ecosystem for Infosys, New York Mar.2024-Apr.2024

- Led team to 1st Place in Columbia University OHDCC 2024 Human Capital Case Competition
- Prioritized over 100 employee and client data points to a variable matrix integral to a digital talent management system
- Formulated operation content, stakeholder engagement, data governance, delivery and evaluation strategies

Research, Applicants' perceived employer attractiveness on different AI recruitment, NYU Jan.2024-Present

- Developed bilingual surveys via Qualtrics to investigate intrinsic mechanism of AI recruitment's impact on applicants
- Authored 30+ pages article, engaged recruitment fairness, attitudes towards AI, and job search self-efficacy into model

Project, OD consulting proposal for Decoded Advertising's post-M&A integration, New York Oct.2023-Dec.2023

- Analyzed data from Engagement Survey (Culture Amp based), listening tours, and interviews with senior HRBP
- Developed culture shift, leadership development, PM remedies via organizational structure & training design, etc.
- Initiated evaluation process using post-survey, interviews, Kirkpatrick's model, and identified potential obstacles

Project, Human capital strategic evaluation and enhancement for Chewy, Inc., New York Sep.2023-Dec.2023

- Pinpointed Chewy's engineer-related HR practices and challenges via interviews with senior TA specialist and HRBP
- Designed specialized Training & Dev programs, generated remedies in TA, PM, DEI, Benefits, Leadership, etc.
- Authored 40 pages report, prioritized HR strategies to senior management based on effort, cost, and impact matrix

Research, The impact of knowledge sharing on employee work engagement, Peking University Jul.2022-Mar.2023

- Analyzed knowledge sharing impact on employee engagement, presented model formulation at a group meeting
- Validated organizational tenure and interpersonal trust's mediating role through SPSS and R data analysis
- Reviewed 50+ knowledge management research and presented critical reflection and innovation with mind maps

SKILLS & INTERESTS

IT Skills: R, Qualtrics, Tableau, Excel PivotTables, Python, SPSS Statistics, Latex, Microsoft Office, MATLAB, Canva

Languages: Chinese, Hindi, Urdu, Spanish(beginner)

Certificate: CPR Certificate, Junior Outdoor Instructor Certificate (Chinese Mountaineering Association)

Interests: Hiking, Mountain Climbing (achieved 6000m snow mountain), Pipa (string instrument)